

## Check Out the New and Improved ICSEW Web Site

The ICSEW Communications Committee and the Office of Financial Management have redesigned the ICSEW Web site, which can be found at <http://icsew.wa.gov>. The new and improved site has a more modern look and is easier to navigate.

Other new features on the site include a link to policies and procedures, links to annual reports and business plans, and a photo gallery. It also features a link to meeting agendas and minutes.

If you have any comments or suggestions regarding the new site, contact the ICSEW Webmasters at [icsew-request@listserv.wa.gov](mailto:icsew-request@listserv.wa.gov). Enjoy!

## Meet the 2005-06 Executive Board

The 2005-06 ICSEW Executive Board would like to introduce themselves to you and share their visions for the upcoming year.

The Executive Board is comprised of the ICSEW Chair, Vice Chair, Executive Secretary, Historian, Treasurer, and subcommittee chairs.

The subcommittees are Communications, Conference, Education, Health and Wellness, Membership, Personnel System Reform (PSR), Promotional and Career Opportunities, and Take Our Daughters and Sons to Work Day (TODSTWD).

Contact information for the Executive Board can be found on page 2 of this publication.

**Dianna Gifford, ICSEW Chair.** Dianna has served on the ICSEW for 4 years. Her vision for the committee is to continue the inclusive environment established by the ICSEW where members feel valued and know that their opinions and ideas matter.

**Julia Ojard, Vice Chair.** Julia is a returning ICSEW member who previously served for 2 years as the Promotional and Career Opportunities Committee (PCOC) Chair. Her vision is to gain a new perspective serving as Vice Chair and looks forward to the supporting role she will play.

**Janice Flaherty, Executive Secretary.** Janice has served on the ICSEW for 2 years.

**Michelle Lucero, Historian.** Michelle has served on the ICSEW for nearly 1 year. Her vision as Historian is to discover new ways to share the rich history of the ICSEW, look at

access and storage practices for past documents, and create a method for capturing history as it is currently occurring for the ICSEW.

**Ethel Smith, Treasurer.** This is Ethel's first year on the ICSEW. She is looking forward to supporting Dianna and working together as a team.

**Lonnie Peterson, Communications.** Lonnie has served on the ICSEW for 3 years. Her vision for the Communications Committee is to continue publishing original articles by ICSEW members, maintain the new ICSEW Web site, and improve and broaden communications to all state employees.

**Melissa Beard, Conference.** Melissa has served on the ICSEW for 1 year. Her vision for the Conference Committee is to help plan a conference that helps state employees realize their leadership capabilities. She also hopes to nurture the leadership capabilities of the women on her subcommittee.

**Kindra Benavidez, Education.** Kindra has served on the ICSEW for over 1 year. Her vision for the Education Committee is to develop a more diverse set of course offerings, partner with the PCOC and the Health and Wellness Committee to offer courses in their scope of interest, and offer more educational events on the eastern side of the state.

**Jan Ward Olmstead, Health and Wellness.** Jan has served on the ICSEW for 2 years. Her vision for the Health and Wellness Committee is to make a contribution toward expanding

## Update From the Chair

**By Dianna Gifford, ICSEW Chair**

Former ICSEW Chair, Vicki Rummig, challenged me to be a facilitator, a mentor, and recognize the strengths that the great women of the ICSEW possess. I have accepted her challenge.

I believe this is a prime time to be an ICSEW member. We have a female governor, whose presence at the July Transition Meeting tells us we are important to her. I really believe that over the next few years, we are going to make history.

My vision for the ICSEW is to build on the legacy Vicki established and to focus on the goals the committee was originally formed to accomplish and the expectations set in the new executive order.

I will continue to foster the inclusive environment established in the ICSEW membership, where members realize they are valued and their opinions and ideas count. I will do my best to recognize the talents of individual members.

I take to heart the 2006 Conference theme, Today's Women, Today's Leaders. We are all leaders in some way. If you are a mother, you lead. If you are a co-worker, you lead.

I would also like to make it easier for new members to fulfill their roles rather than reinventing the wheel or spending more time than necessary defining their roles.

The ICSEW has guidelines given to it in the [Boards and Commissions Membership Handbook](#). Members of advisory bodies provide an important link between the public and agencies

and the Legislature and the Governor. Advisory boards support and counsel department and gubernatorial staff and make important recommendations about policy.

We have the opportunity to profoundly effect state policies that will lead to improved service.

I have been involved in the ICSEW for 4 years. Each year about 25 percent of its membership leaves and it receives new members. I am in awe at the caliber of women the ICSEW draws. Volunteers have unique attitudes, are kind and caring, have strength of character, and are determined to make a difference.

Being the ICSEW Chair is not about me. It is about the general membership. I challenge you to know your strengths and be yourself.

The Transition Meeting was a great success. Governor Gregoire attended and spoke to us about her support of the ICSEW. She mentioned serving as an alternate on the ICSEW during her early career in state government.

The Governor shared some of her experiences working her way up, beginning as an entry-level state worker. She told us about the importance of education and how she went back to school to become a lawyer.

She also shared a story about her first legal case right after she passed the Bar. She ended with, "Did I win the case? Of course I did! I wouldn't be sharing this with you if I hadn't!"

Thank you to Governor Gregoire for attending the meeting and sharing your experiences with the ICSEW.

## ICSEW Event Information

**September 15, 2005** - Beginning Self-Defense (Personal Safety). Training class held at the Lacey Fire District, Station 33 in Lacey, Washington.

**September 15, 2005** - Intermediate Self-Defense (Personal Safety). Training class held at the Lacey Fire District, Station 33 in Lacey, Washington.

**September 23, 2005** - "How to Be a Powerful Communicator AND Conquer Stress for Success!" by Ms. Sandra Smith. Training class held at the Lacey Fire District, Station 33 in Lacey, Washington.

**September 23, 2005** - "How to Succeed With Difficult People" by Ms. Kathy Bote. Training class held at the Washington State Department of Labor and Industries in Tumwater, Washington.

**October 21, 2005** - "How to Give Great Customers Service and Love Your Job!" by Ms. Sandra Smith. Training class held at the Lacey Fire District, Station 33 in Lacey, Washington.

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## 2005-06 Executive Board

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knowledge of health and wellness with an emphasis on holistic health and promoting healthy behaviors of state employees.

**Maria Rosario-Saavedra, Membership.** Maria has served on the ICSEW for 1 year and is also an ICSEW Web Developer. Her vision as co-chair for the Membership committee is to establish a mentoring program for ICSEW representatives.

**Wendy Voss, Membership.** Wendy has served on the ICSEW for 2 years. Her vision as co-chair for the Membership Committee is to help connect ICSEW members by creating a networking guide and a mentoring-type program for current ICSEW members to help encourage new members to get involved.

**Connie Riker, PSR.** This is Connie's second year serving on the

ICSEW. Her vision for the PSR Committee is to contribute toward an increased understanding of personnel system reform act issues.

**Sandra Kinoshita, PCOC.** This is Sandra's first year on the ICSEW. Her vision for the PCOC is to collaborate on projects and share products with partners within and beyond the ICSEW; supplement the great work of previous PCOC members; and develop practical, skill-based workshops and resources for the hiring process.

**Misty Ross, TODSTWD.** Misty has served on the ICSEW for 2 years. Her vision for the TODSTWD Committee is to build on the success of last year's event and continue to bring this important day to Washington State employees and their families.

## Fatal Hazard - Hot-weather Work Can Kill

Found at [www.lni.wa.gov](http://www.lni.wa.gov)

Protect yourself and your workers by learning the signs and symptoms of heat stress and how to treat it.

Heat stress occurs in a hot environment when a worker's body cannot cool quickly enough. The three major forms of heat stress are heat cramps, heat exhaustion, and heat stroke. Heat exhaustion is a serious problem, and heat stroke can kill you.

**What are the symptoms of heat exhaustion and heat stroke?**

#### Heat Exhaustion:

- Heavy sweating.
- Heavy thirst.
- Panting/rapid breathing.
- Rapid pulse.
- Headache.
- Blurred vision.
- Exhaustion, weakness.
- Clumsiness.
- Confusion.
- Dizziness or fainting.
- Cramps.

#### Heat Stroke:

- No sweating.
- Red or flushed, hot dry skin.
- Any symptom of heat exhaustion

but more severe.

- Difficulty breathing.
- Pinpoint pupils.
- Bizarre behavior.
- Convulsions.
- Collapse.

**What do you do if someone is suffering from heat exhaustion or heat stroke?**

#### Heat Exhaustion:

- Move the victim to a cool, shaded area to rest; do not leave him or her alone.

- Loosen and remove heavy clothing.

- Give cool water to drink; about a cup every 15 minutes.

- Fan the person, spray with cool water, or apply a wet cloth to his or her skin.

- Call 911 if he or she does not feel better in a few minutes.

#### Heat Stroke (medical emergency):

- Get medical help immediately. Call 911.

- Move the victim to a cool, shaded area; do not leave him or her alone.

- Lay the person down.

- Loosen and remove heavy clothing.

- Give cool water to drink; about a cup every 15 minutes if the person is alert enough to drink.

- Fan the person, spray with cool water, or wipe with a wet cloth or cover with a wet sheet.

- Place icepacks under the armpits and in the groin area.

**How do you protect yourself from excessive heat stress?**

- Learn the signs and symptoms of heat stress.

- Drink plenty of water or electrolyte drinks, even when not thirsty.

- Try to do the heaviest work during the cooler parts of the day.

- Adapt the pace of work to the heat --take more breaks, go slower when possible.

## Eat Good GRuB

Garden-Raised Bounty (GRuB) is hosting its annual fundraiser, Seafood at the Schmidt, on Sunday, September 18 from 4:00 to 7:00 p.m. at the Schmidt Mansion in Olympia, Washington.

GRuB is a non-profit organization located in Thurston and Mason Counties. It is dedicated to nourishing communities by empowering people to grow good food.

The fundraiser, which benefits GRuB, includes live music, an incredible auction, and a locally and organically grown gourmet feast.

Your participation ensures that this unique organization can continue its Cultivating Youth Program and its Kitchen Garden Project. Call 360-753-5522 for more information.

- Build up a tolerance to the heat and your work slowly.

- Wear light-weight, loose-fitting, light-colored, breathable clothing and hat.

- Take regular breaks in the shade.

- Avoid alcohol or drinks with caffeine before or during work.

- Keep an eye on co-workers for symptoms of heat stress.

- If you start feeling ill, stop what you are doing immediately and take steps to cool down. Tell your supervisor.

#### Where can I learn more?

The National Institute for Occupational Safety and Health features a topic page on heat stress at <http://www.cdc.gov/niosh/topics/heat-stress>.

The Occupational Safety and Health Administration also has an information page on heat stress at <http://www.osha.gov/SLTC/heat-stress/index.html>.

The Department of Labor and Industries' (L&I) video library includes educational videos on heat stress. Enter a search for "heat stress" at [www.Videos.LNI.wa.gov](http://www.Videos.LNI.wa.gov).

#### How can I get help from L&I?

L&I has assistance available at no charge. Please contact one of the regional offices at <http://www.lni.wa.gov/Safety/Basics/Assistance/Consultation/consultants.asp> and ask for the WISHA Consultation Supervisor.



## Agency in the Spotlight Aging and Disability Services Administration

By Dotti Wilke

If your family member or friend lives in an assisted living facility or retirement home or has a developmental disability, the DSHS Aging and Disability Services Administration (ADSA) may be helping them pay for their care and support. Or ADSA staff may be checking to be sure they are receiving quality care.

ADSA's mission is to assist children and adults with developmental delays or disabilities, cognitive impairment, chronic illness, and functional disabilities to gain access to needed services and support.

To do this, it manages a system of long-term care and supportive services that are high-quality, cost-effective, and responsive to individual needs and preferences. It provides a variety of options for meeting needs that are associated with disabilities or aging.

ADSA promotes and protects the rights, security, and well-being of people living in licensed facilities and people receiving services in their own

homes. It also supports family caregivers.

Its budget for 2005-07 is \$3.6 billion representing a full 23 percent of the DSHS budget. ADSA helps over 47,000 adults (18 and older) with functional disabilities each year to live an independent and quality life with Medicaid long-term care services.

More than half receive services in their own homes, 26 percent in nursing homes, and 20 percent in community residential facilities. Almost 35 percent of those receiving Medicaid long-term care services are aged between 18 and 64 years.

ADSA also serves about 33,000 children and adults with developmental disabilities. Nearly all clients live in the community, most in their own homes. About 4000 people with disabilities receive support from community integrated supported living programs.

For more information about ADSA, visit its Web site at [www.adsa.dshs.wa.gov](http://www.adsa.dshs.wa.gov).

## Walking Does Matter

By Evelyn Harris

Three weeks, six blisters, and a muscle spasm in my back all for a good cause. I am still in awe that I completed the 3-day, 60 mile cancer walk in Seattle, Washington.

I started my training in March and told my friends, family, and co-workers, "If I reach my 3-mile walk by the end of March, I will register for the 3-day in Seattle." I had to set a reachable goal for myself. Twenty miles in one day seemed so far-fetched in the beginning.

Gradually, month-by-month, I added more steps to my walk; then miles. I was losing weight and gaining energy and self-esteem. Then I started to pay attention to my eating habits. The more recognition I received, the more it encouraged me to walk.

I walked around the building at work, walked the steps in our staircase, and walked before and after work. I walked in the rain and in the heat.

Well, I did it! I walked 60 miles in 3 days in Seattle. The real revelation was when I attended a wedding. I discovered I was down two dress sizes and even my shoes were a size smaller! It

was an experience I will never forget.

I saw the other sides of Seattle--Sammamish, Shoreline, and Bellevue. I met women and men from Spokane, Wisconsin, California, Hawaii, and other states too; even a gal from South Africa!

There were first-time walkers and a couple who were on their fifty-first walk. There were women who walked because they or someone they knew had bouts with cancer.

During the walk we were cheered on by the community. They opened up their hearts to us and gave us praise and cheers. It was so encouraging throughout the day.

### Things I learned from walking:

- Don't sweat the small stuff.
- Drink a lot of water.
- Don't worry about fad diets.
- Eat healthy.
- Add variety to your walk.
- Relieve stress by walking.
- Clear your mind by walking.
- Listen to books on tape or CD.
- Inhale and exhale.
- Live in the present.
- Take it one step at a time.

## More Retirees Are Returning to Work

By Lonnie Peterson,  
Communications Committee Chair

Retired social worker Anita Dorwin gets up early most weekdays. But instead of tending to her garden or taking a leisurely walk, she gets ready for work. Anita, like so many other retired state employees, has returned to the workforce.

In 2004, 3325 retirees returned to work. Of those retirees, 2479 worked at least 70 hours or more during a 5 month period.

When Anita began her career in social work in the 1970s, she imagined her retirement years filled with traveling and relaxation.

"When I thought about retirement, I imagined going off to do the things I wanted to do and enjoyed. But when I finally retired, I realized that it takes more money to do those things than I had," she says.

The financial impact on retirees can be expensive. Most are forced to supplement their incomes to make ends meet. Others feel like they are still capable of working and contributing to society.

According to the State Actuary, most retirees return to their former employers. While a number of retirees do use retirement to change employers and seek other opportunities, they tend to be in the minority.

Anita returned to the social work field for a time, but has begun working with hospice patients. She feels good about using her golden years to help patients during their final years of life.

Information for retirees is available on the Department of Retirement Systems' Web site at [www.drs.wa.gov/retiree/retlinks.htm](http://www.drs.wa.gov/retiree/retlinks.htm).

## 2005 Diversity Fair



By Lori Nesmith

On August 4, 2005 The Washington State Diversity Fair was held at the Capitol Campus in Olympia. The ICSEW was represented by Darla Bauknecht, Julie Sjöholm, Michelle Lucero, Lori Nesmith, and her son James.

The ICSEW booth was featured in the passport books. James stamped passports and handed out bottles of (mostly) cold water on this very hot day. ICSEW members answered questions about the ICSEW and gave out flyers on the cell phone drive, professional clothing drive, and trainings sponsored by the ICSEW.

Many people were curious about ICSEW activities and its representation from each agency. A number of women were interested in becoming members.

Other ICSEW members stopped by as they were participating with their own agencies. This was an excellent avenue for information sharing. Links to information and pictures of the fair can be found at <http://spaces.msn.com/members/ten-derwarior/>.

## Parents' Guide to Childhood Immunization

Found at [www.cdc.gov](http://www.cdc.gov)

The Parents' Guide to Childhood Immunization is a 94-page booklet introducing parents to 12 childhood diseases and the vaccines that can protect children from them. There are two ways for you to get a copy:

1. Print your own copy from <http://www.cdc.gov/nip/publications/Parents-Guide/default.htm>. The online version of the booklet contains the text only, in PDF format. The online version is available in English and Spanish.
2. Order a free booklet from the National Immunization Program at NIP Public Inquiries, 1600 Clifton Road NE, Atlanta, Georgia 30333. This printed bound version, available in English and Spanish, features children's drawings.



# Treating Bee Stings

By Dr. Alan Greene, author of **From First Kicks to First Steps** and founder of [www.DrGreene.com](http://www.DrGreene.com)

Bee stings have been a nuisance long enough to have appeared in pre-historic cave paintings in Spain. Bee stings are part of our collective memory and they are part of our individual memories as well.

While many moments of childhood come and go, the surprise, the pain, and the tears etch bee stings into images that we can recall even in old age, when our short-term memory begins to fade.

Bees have a highly developed social culture. The many species of bees have an important role in our environment. Most species of bees are clearly beneficial to humans. They are also the only insects that make food consumed by humans. But their stings hurt...and can be lethal.

Typically, bees are not aggressive creatures. Their stingers are for defense, not attack. Honeybees die when they sting. Preventing stings is best for all concerned. Traditional insect repellents are of no use in preventing bee stings. What does work?

Effective prevention means not attracting bees and not frightening them if they are present. Prevention techniques are especially important in the fall, when most stings occur.

It takes 2 million visits to flowers to make one pound of honey. In the autumn, as flowers disappear, bees search more widely for food and take more risks.

Today, I spent some time with a bee-keeper who was standing inside a screened cage full of honeybees. The bees rested on his bare face and arms as he described how to avoid stings. Flowers attract bees by their fragrant aroma, their bright colors, and their sweet taste.

**To avoid attracting bees, try the following:**

- Avoid fragrances, including hair spray, scented soaps, lotions, and oils. Bees usually approach children with a sweet scent. Avon's Skin-So-Soft may make bees less apt to explore, and it is safe even on young children.

- Don't wear brightly colored clothing, particularly floral patterns, i.e. don't look like a flower patch. Bees also see in the ultraviolet range. If the pattern lights up under black light, it is particularly interesting to bees.

- Be very careful with food. Cans of soda are notorious: Bees climb in

unobserved, and are frightened into stinging when the child drinks. Something as small as a forgotten raspberry jam stain on a sweater can be a problem.

**If a bee does land, take steps to avoid frightening it:**

- Hold still. Tell kids to pretend they're statues. Rapid movement startles the bee and encourages stinging.

- Try blowing gently on the bee. This can encourage it to move on while not startling it.

- Wear shoes. Bees will of course be frightened if you step on or near them. Shoes don't make them less frightened, but they do protect feet from frightened bees.

- Wear long pants when you know you are going to be in an area that is likely to have bees in it, such as a field.

- Wear a hat. Furry animals steal honey from bees. Bees are in a heightened state of readiness when they are close to hair or fur. They have been proven to have a lower threshold for stinging people with hats. The bee-keeper today was wearing a pastel baseball cap.

The bee's stinger is barbed. In the act of stinging, the stinger is torn from the bee, along with the venom-filled poison sac and attached muscles. The barbs continue to work the stinger deeper into the flesh for several minutes, while venom continues to be injected.

This led to statements such as this, which appear in most books on pediatric advice: "The stinger should be removed with a scraping motion by using the rigid edge of a credit card or a dull butter knife. Never attempt to pull out the stinger using fingers or tweezers, since this will result in the injection of more venom."

An excellent study published in the *Lancet*, August 1996, turns this advice on its ear. Researchers at the University of California, Riverside, and Pennsylvania State University tested what really happened by measuring the size of the weals raised on their own forearms by bee stings.

After stings in the left arm, they left the stinger in for 0.5 seconds, 1, 2, 4, or 8 seconds and then scraped the stinger out with a credit card. On the right arm, the stinger was removed by pinching the stinger between the thumb and forefinger at the same time intervals.

There was no difference in weal size between the different methods of

extraction. The weals did get larger, though, with each second that the stinger remained.

**If one is stung, the wound can be treated in the following ways:**

- Remove the stinger with all haste, in whatever manner is most convenient. If you see a little black dot in the wound, part of the stinger is still present.

- Apply a solution of one part meat tenderizer to four parts water. Papain, the enzyme in meat tenderizer, breaks down the protein in bee venom responsible for the pain and itching. Don't leave this on for more than 30 minutes, or it can irritate the skin. If this isn't available, you might try an antiperspirant. Aluminum chlorohydrate reduces the effect of bee venom, but to a lesser extent.

- Apply cold. Use ice or cool water for 10 to 30 minutes after the sting. This blunts the body's allergic response.

- An antihistamine such as Benadryl, taken by mouth, can give some added relief, and help prevent the reaction from spreading.

- A shake lotion such as calamine can be helpful. A paste made of baking soda and water can have a similar effect.

- Topical hydrocortisone can also provide some symptomatic relief.

- Give acetaminophen or ibuprofen for systemic pain relief.

**After a bee sting, different children will have different reactions:**

- Bee stings cause immediate, painful red bumps.

- In most cases, the pain has largely disappeared within 2 hours, although swelling may not be apparent until the next day.

- Large local reactions, larger than 3 inches in diameter, will often persist for up to a week. A physician should be consulted if the reaction continues to spread.

- Systemic reactions such as hives, redness, or swelling elsewhere on the body, vomiting, dizziness, hoarseness, thickened speech, or difficulty breathing, should receive prompt medical

care from a physician. Also, be sure to see a doctor if there were ten or more stings, or if one of the stings was inside the nose or mouth, since swelling can interfere with breathing.

A child who has had a systemic reaction to a bee sting (which I can personally relate to) should follow special precautions set forth by his or her pediatrician. This will include carrying injectable epinephrine (which I do).

Although systemic reactions occur in about 3 percent of children who are stung, and anaphylactic shock can follow as many as 0.8 percent of bee stings, thankfully only 50 people in the United States are killed by bee stings each year, and only 1 to 2 of these are children.

--Submitted by Sue Brown,  
Department of General  
Administration

## ICSEW Cell Phone Drive

**Put Your Old Cell Phones to Good Use to Help Save Lives**

The ICSEW conducts an ongoing "recycle your cell phone with rechargeable battery and cords drive." Donated cell phones are delivered to Verizon Hopeline, which supports non-profit organizations committed to combating domestic violence, providing emergency relief, and supporting health and education initiatives.


Verizon donates airtime and distributes phones nationally to domestic violence programs, the National Coalition Against Domestic Violence, and local government and law enforcement agencies for domestic violence victims.

Send your old phones to Jan Ward Olmstead (Health Care Authority) at mailstop 42721 or deliver them to the Health Care Authority's front desk at 676 Woodland Square Loop SE, Lacey, Washington. For more information contact Jan at 360-923-2803 or [jolm107@hca.wa.gov](mailto:jolm107@hca.wa.gov).

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